



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
BUREAU OF HUMAN RESOURCES

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Helen Hanks
Commissioner

Ella Fredette
Human Resource
Administrator

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MLC

October 14, 2021

His Excellency, Governor Christopher T. Sununu
and the Honorable Executive Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to New Hampshire RSA 99:8, Increases for Recruitment Purposes and in accordance with the Rules of the Division of Personnel, Per 904.01 Request for Temporary Increase, authorize the NH Department of Corrections (NHDOC), in concurrence with the decision of the Department of Administrative Services, Director of Personnel, dated September 23, 2021, to enhance the base hourly wage to the following positions, Senior Psychiatric Social Workers, LG 26, Psychological Associate I, LG 24, Clinical Mental Health Counselors, LG 23 and Psychiatric Social Workers, LG 23, currently paid under the A000 pay scale, for recruitment and retention purposes, by thirty-five percent (35%). This enhancement is projected to increase funding by \$476,030 for the remainder of FY 2022 commencing on November 5, 2021, effective upon Governor and Executive Council approval through November 2, 2023 or a twenty-four (24) month period. 100% General Funds.

EXPLANATION

This salary enhancement request of 35% is for twenty-nine (29) clinical behavioral health practitioner positions for the purpose of recruitment and retention due to the Department experiencing an increase in difficulty recruiting for these positions that must not only possess a Master's degree, but also possess specialized experience and certifications, working in a correctional setting.

As a nation and a state (NASHP Explores the Behavioral Health Workforce Shortage at #NASHPCONF and in a 50-State Scan – The National Academy for State Health Policy), we continue to experience unmet labor shortages and are continually competing with community-based agencies to recruit a finite set of professionals to fill vacancies. As the correctional environment can be a deterrent to the Department's ability to recruit and retain qualified professionals, the role of the Department's behavioral health clinicians is critical in delivering the depth of access to treatment for numerous specialized treatment programs. For example, clinicians assigned to the Sexual Offender Treatment (SOT) program must have training in special screening and assessment tools. Those clinicians assigned to the Medication Assisted Treatment (MAT) program for substance use disorder (SUD) need training and applicable certification and/or licensure to treat substance use disorders. The Department's ability to attract and retain these clinicians is critical in meeting our constitutional obligation under the eighth amendment as well as providing the necessary intervention to reduce recidivism and increase rehabilitative skills.

To address the staffing shortage, the Department contracted temporary staffing agencies to help bridge the critical gap. To date, the contractors have only referred two candidates who withdrew their interest prior to their interviews. In addition, the Department conducted a median salary study between the labor market of Concord, NH and the State's A000 salary scale and discovered the following variances:

Market Position	Labor Market Salary	State Position	State's A000 Salary
Senior Psychiatric Social Worker	\$74,662	Senior Psychiatric Social Worker	\$63,921
Mental Health Counselor (LADC)	\$68,100	Clinical Mental Health Counselor (LADC)	\$56,218
Psychiatric Social Worker	\$67,700	Licensed Clinical Social Worker (MSW)	\$56,218

Table # 1, below, provides a fiscal year (FY) average of clinical behavioral health practitioner vacancies by their classification and location. In FY 2020, the Department operated at a 21% vacancy rate and in FY 2021 operated at a 38% vacancy rate. As of September 2021, this vacancy rate has increased to 48%.

Table # 1 – Clinical Behavioral Health Practitioner Positions – FY Average Vacancy by Position and Location

Location	Classified Position Title	Labor Grade	Positions Assigned	FY 2020 Vacancy	FY 2021 Vacancy	Current FY 2021 Vacancy
NHSP-M Concord, NH	CMHC-LADC	23	3	1	4	3
	CMHC-non LADC	23	3	0	0	0
	Psychological Associate I	24	1	0	0	0
	Psychiatric Social Worker	23	2	1	0	0
	Sr. Psychiatric Social Worker	26	4	3	3	4
	Psychiatric Social Worker - PT	26	1	1	1	1
Total – NHSP-M			14	6 (43%)	8 (57%)	8 (57%)
NNHCF Berlin, NH	CMHC-LADC	23	4	0	2	2
	CMHC-non LADC	23	0	0	0	0
	Psychiatric Social Worker	23	1	0	0	0
	Sr. Psychiatric Social Worker	26	1	0	0	0
Total – NNHCF			6	0	2 (33%)	2 (33%)
NHCF-W Concord, NH	CMHC-LADC	23	2	0	1	1
	CMHC-non LADC	23	0	0	0	0
	Psychiatric Social Worker	23	0	0	0	0
	Sr. Psychiatric Social Worker	26	0	0	0	0
Total – NHCF-Women			2	0	1 (50%)	1 (50%)
SPU/RTU Concord, NH	CMHC-LADC	23	0	0	0	0
	CMHC-non LADC	23	4	0	0	2
	Psychiatric Social Worker	23	1	0	0	0
	Sr. Psychiatric Social Worker	26	2	0	0	1
Total – SPU/RTU			7	0	0	3 (43%)
Total – Clinical Behavioral Health Practitioner Positions			29	6	11	14
Vacancy Rate				21%	38%	48%

Table # 2, below, provides a monthly breakdown of the clinical behavioral health practitioner vacancies across the Department and the average clinical behavioral health practitioner vacancy rate. In FY 2020, the table demonstrates an average of seven (7) vacancies per month or a rate of 25% and in FY 2021, the table demonstrates an average of eight (8) vacancies per month or 28%

Table # 2 – Monthly Clinical Behavioral Health Practitioner Vacancies for FY 2020 and 2021

FY 2020				FY 2021			
Month	Authorized Positions	Vacancies	Vacancy Rate	Month	Authorized Positions	Vacancies	Vacancy Rate
July	30	5	16.67%	July	29	5	17.24%
August	30	6	20.00%	August	29	8	27.59%
September	30	8	26.67%	September	29	8	27.59%
October	30	8	26.67%	October	29	8	27.59%
November	30	8	26.67%	November	29	8	27.59%
December	29	9	31.03%	December	29	8	27.59%
January	29	8	27.59%	January	29	8	27.59%
February	29	8	27.59%	February	29	8	27.59%
March	29	8	27.59%	March	29	8	27.59%
April	29	8	27.59%	April	29	8	27.59%
May	29	6	20.69%	May	29	11	37.93%
June	29	6	20.69%	June	29	11	37.93%
Average of Monthly Totals		7	25%	Average of Monthly Totals		8	28%

Table # 3 reflects a sample of clinical behavioral health practitioner position vacancies demonstrating the length of time positions have been and or remain vacant.

Table # 3 – Length of Time to Fill Vacancies – FY 2020 & 2021

FY 2020				
Title	Position #	Vacant	Filled	Duration
Clinical Mental Health Counselor	30338	3/26/2020	7/30/2021	1 yr. 4 months
Clinical Mental Health Counselor	19925	11/14/2019	2/28/2020	3 months +
Clinical Mental Health Counselor	16921	6/19/2019	10/11/2019	3 months +
Clinical Mental Health Counselor	42241	4/25/2019	5/8/2020	1 year +
Clinical Mental Health Counselor	*40190	4/5/2019	12/6/2019	8 months +
Clinical Mental Health Counselor	*42256	6/8/2018	3/29/2019	9 months +
Sr. Psychiatric Social Worker	12872	12/19/2019		1 year +
Sr. Psychiatric Social Worker	12984	8/30/2019		2 year +
Sr. Psychiatric Social Worker	19959	7/26/2019		2 year +
Sr. Psychiatric Social Worker	12831	5/25/2018		3 year +
Psychiatric Social Worker	16294	3/17/2017	7/17/2020	3 year +

FY 2021				
Title	Position #	Vacant	Filled	Duration
Clinical Mental Health Counselor	12852	4/19/2021		5 months +
Clinical Mental Health Counselor	*42256	12/18/2020		9 months +
Clinical Mental Health Counselor	12862	11/5/2020		10 months +
Clinical Mental Health Counselor	42271	8/31/2020	12/18/2020	3 months +
Clinical Mental Health Counselor	19925	8/25/2020	12/18/2020	3 months +
Clinical Mental Health Counselor	44262	7/30/2020		1 year +
Clinical Mental Health Counselor	*40190	7/29/2020		1 year +

*reoccurring vacancy

Therefore, the NHDOC seeks your consideration and support of the 35% salary enhancement for the clinical behavioral health practitioner positions for the Department that are compensated under the A000 pay scale to work to meet the recruitment and retention challenges in order to provide services that are constitutionally required, medically necessary, and are key to reducing recidivism by treating individuals mental health disorders.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Helen E. Hanks", written over a horizontal line.

Helen E. Hanks
Commissioner



State of New Hampshire

DIVISION OF PERSONNEL
Department of Administrative Services
54 Regional Drive, Unit 5
Concord, New Hampshire 03301

Charles M. Arlinghaus
Commissioner
(603) 271-8201

Lorrie A. Rudis
Director
(603)271-8261

September 23, 2021

Ella Fredette
HR Administrator
105 Pleasant Street
Concord, NH 03301

Dear Ella Fredette:

I am writing in response to your letter dated September 20, 2021 requesting my concurrence with the proposal by the Department of Corrections to institute a temporary 35% base hourly wage enhancement to Master's degree level clinical behavioral health practitioners for recruitment purposes for a period of 24 months.

Based on the information provided in your letter, pursuant to Per 904.01, I concur with the requested increase in compensation. Pursuant to RSA 99:8, I recommend the requested increase in salaries for recruitment of qualified personnel to address the substantial number of vacancies that exist in the subject position class.

Under RSA 99:8, your agency's appointing authority's request must be submitted, along with this letter, to Governor and Council for review and approval.

Sincerely,

A handwritten signature in cursive script that reads "Lorrie A. Rudis".

Lorrie Rudis
Director of Personnel

Dept of Corrections
 Fiscal Impact of 35% Base Rate Enhancement
 A000 Pay Scale

FY 2022

# of Positions	Title	LG	Step	Hourly Rate effective 7/2/21	Annual Rate	Annual Hazardous Duty Pay	Current Annual Salary	Annual Salary for # of Positions	Enhanced Hourly Rate	Enhanced Annual Rate	Annual Hazardous Duty Pay	Enhanced Annual Salary	Enhanced Annual Salary for # of Positions
8	CLINICAL MENTAL HEALTH COUNSELOR	23	1	24.26	47,307	1,560	48,867	390,936	32.75	63,864	1,560	65,424	523,396
1	CLINICAL MENTAL HEALTH COUNSELOR	23	3	26.44	51,558	1,560	53,118	53,118	35.69	69,603	1,560	71,163	71,163
1	CLINICAL MENTAL HEALTH COUNSELOR	23	5	28.83	56,219	1,560	57,779	57,779	38.92	75,895	1,560	77,455	77,455
1	CLINICAL MENTAL HEALTH COUNSELOR	23	6	30.07	58,637	1,560	60,197	60,197	40.59	79,159	1,560	80,719	80,719
3	CLINICAL MENTAL HEALTH COUNSELOR	23	8	32.78	63,921	1,560	65,481	196,443	44.25	86,293	1,560	87,853	263,560
2	CLINICAL MENTAL HEALTH COUNSELOR	23	9	34.22	66,729	1,560	68,289	136,578	46.20	90,084	1,560	91,644	183,288
1	PSYCHIATRIC SOCIAL WORKER	23	2	25.31	49,355	1,560	50,915	50,915	34.17	66,629	1,560	68,189	68,189
1	PSYCHIATRIC SOCIAL WORKER	23	3	26.44	51,558	1,560	53,118	53,118	35.69	69,603	1,560	71,163	71,163
1	PSYCHIATRIC SOCIAL WORKER	23	6	30.07	58,637	1,560	60,197	60,197	40.59	79,159	1,560	80,719	80,719
1	PSYCHIATRIC SOCIAL WORKER	23	8	32.78	63,921	1,560	65,481	65,481	44.25	86,293	1,560	87,853	87,853
1	PSYCHOLOGICAL ASSOCIATE I	24	9	35.78	69,771	1,560	71,331	71,331	48.30	94,191	1,560	95,751	95,751
4	SENIOR PSYCHIATRIC SOCIAL WORKER	26	1	27.59	53,801	1,560	55,361	221,442	37.25	72,631	1,560	74,191	296,763
2	SENIOR PSYCHIATRIC SOCIAL WORKER	26	8	37.31	72,755	1,560	74,315	148,629	50.37	98,219	1,560	99,779	199,557
1	SENIOR PSYCHIATRIC SOCIAL WORKER	26	9	38.98	76,011	1,560	77,571	77,571	52.62	102,615	1,560	104,175	104,175
1	PART-TIME SENIOR PSYCHIATRIC SOCIAL WORKER	26	1	27.59	41,606	1,206	42,812	42,812	37.25	56,168	1,206	57,374	57,374
29							1,686,545						2,261,126

FY 2022 Salary Difference	574,581
Pay Periods	16
FY 2022 Class 10 and 50 Salaries	353,588
Additional Retirement 33.88%	116,760
Additional Social Security 6.2%	556
Additional Medicare 1.45%	5,127
FY 2022 Class 60 Benefits	122,442
Grand Total	476,030

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Licensed Clinical Social Worker in Concord, New Hampshire



Salary



Benefits



Job Description



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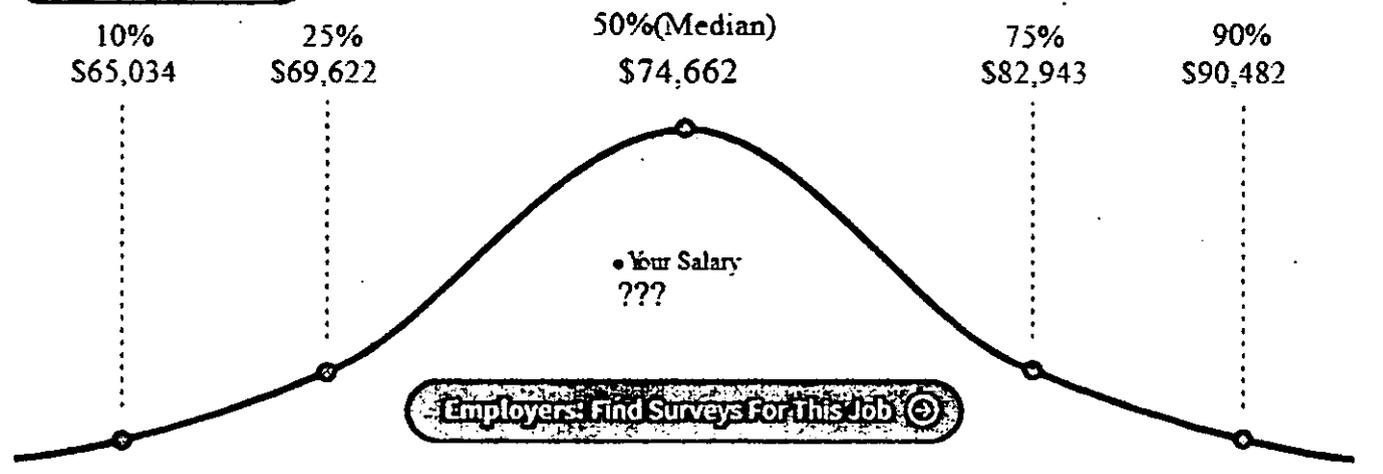
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Licensed Mental Health Clinician in Concord, New Hampshire

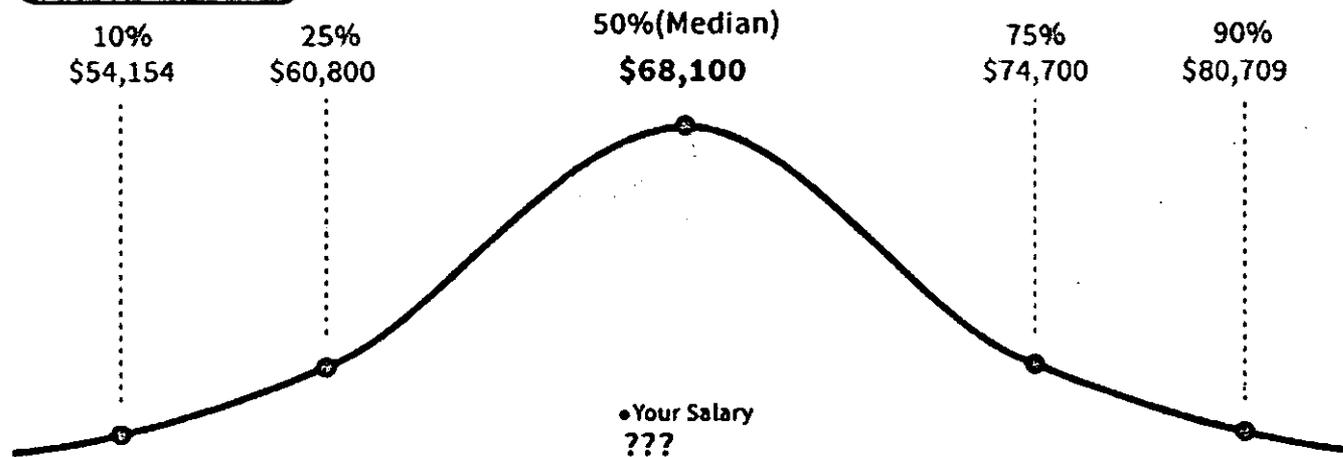
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Clinical Social Worker - MSW in Concord, New Hampshire



Salary



Benefits



Job Description



Compare Jobs



Similar Jobs

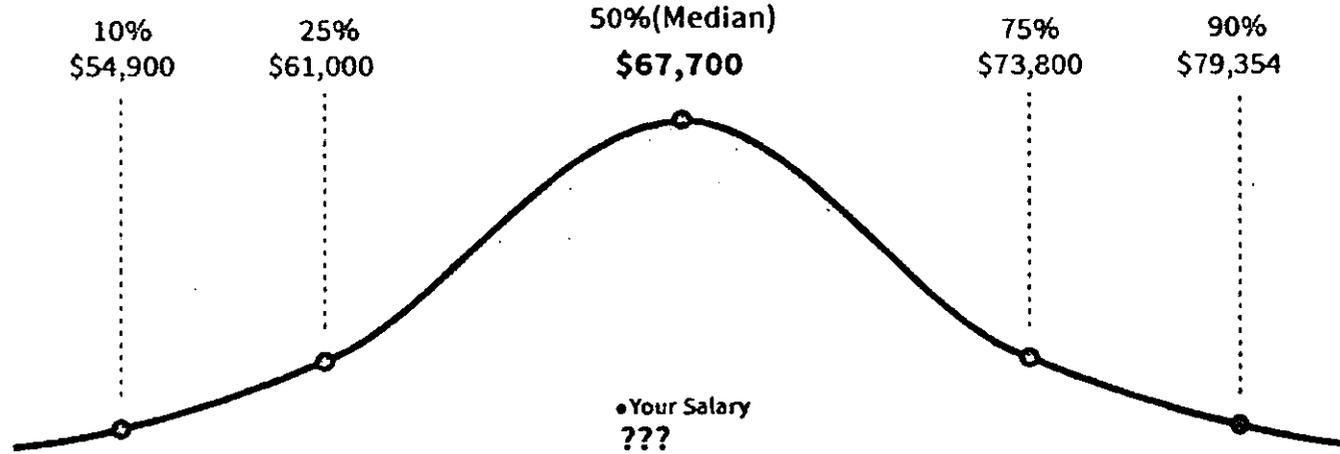
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TITLE VI
PUBLIC OFFICERS AND EMPLOYEES
CHAPTER 99
ADJUSTMENT OF SALARIES OF STATE EMPLOYEES

Section 99:8

99:8 Increases for Recruitment Purposes. – Upon request of the appointing authority, the governor and council are hereby authorized and empowered, notwithstanding any other provisions of the law to the contrary, upon a finding by them and a recommendation from the director of personnel that a substantial number of vacancies exist in any class of authorized positions which vacancies require an increase in salaries for recruitment of qualified personnel therefor, to increase salaries of such classified positions, any such increases to be a charge against the salary adjustment fund.

Source. 1967, 353:6. 1974, 52:6. 1986, 12:4, 1, eff. Mar. 27, 1986.